



EARNINGS AND HOURS OF EMPLOYEES, DISTRIBUTION AND COMPOSITION, MAY 1980 (PRELIMINARY)

INQUIRIES

If you want to know more about these statistics ring Mr Graham Angus on Canberra 526572 or our State Office, or write to Information Services, ABS, P.O. Box 10, Belconnen A.C.T. 2616

For copies of this publication contact Information Services, Canberra 526627 or State offices.

MAIN FEATURES

For all employees represented in the May 1980 survey —

Median weekly earnings for male employees were estimated to be \$247.80. That is to say half of all male employees had earnings below that figure and half above it. Median weekly earnings for female employees were \$179.90.

For full-time adult non-managerial employees —

Average weekly earnings for males were \$265.80 (including \$241.50 ordinary time earnings) an increase of 12.7 per cent since May 1979.

Average weekly earnings for females were \$211.10 (including \$206.40 ordinary time earnings) an increase of 11.5 per cent since May 1979.

Average hours paid for were : for males, 41.1 including 2.6 hours overtime, and for females, 38.2 including 0.6 hours overtime.

NOTE. The estimates are subject to sampling variability, as explained in paragraphs 24 to 29. Standard errors are shown on page 3.

EXPLANATORY NOTES

Introduction

This publication contains preliminary results of a sample survey conducted in respect of the pay-period which included 12 May 1980. The survey was designed to provide statistics of the distribution of employees according to weekly earnings and hours, and the composition of weekly earnings and hours for various categories of employees and for the principal occupations. Similar surveys have been conducted in May each year since 1974.

2. Final and more detailed results of this survey will be published in *Earnings and Hours of Employees, Distribution and Composition, May 1980* (6306.0) when they become available.

3. Because of differences in sample design, the results of the surveys are not directly comparable with those of other surveys and series, such as the October surveys *Earnings and Hours of Employees* (6304.0) and the quarterly series *Average Weekly Earnings* (6302.0).

4. Estimates of average weekly earnings and average hourly earnings contained in this publication may not be strictly comparable with those of earlier surveys: the private sector sample is selected from payroll taxpayers, and increases in payroll tax exemption levels, particularly since 1976, have resulted in the exclusion of more of the smaller businesses, whose employees generally have slightly lower average earnings.

Scope and coverage

5. The survey covered stratified random samples of government departments and authorities, non-government hospitals not subject to payroll tax and other private employers subject to payroll tax. All hospitals, whether subject to payroll tax or not, were represented, but other exempt non-government bodies, such as religious and benevolent institutions, were excluded.

6. It should be noted that, with the exception of hospitals, private employers not subject to payroll tax were excluded from the survey. *The estimates in this publication may therefore not represent the earnings and hours of all employees.*

7. The following employees were excluded:

- . members of the permanent defence forces,
- . employees in agriculture,
- . employees in private households employing staff,
- . waterside workers employed on a casual basis,
- . persons employed by private employers (other than hospitals) not subject to payroll tax,
- . employees on workers compensation.

8. At the time of the selection of the sample, payroll tax was payable by employers paying in wages and salaries more than \$125,000 a year in Queensland, more than \$66,000 a year in New South Wales, Victoria and the Territories, and more than \$60,000 a year in South Australia, Western Australia and Tasmania.

Survey design

9. The majority of employers selected were requested to supply relevant details, on separate questionnaires, for only a sample of their employees. Individual employees were randomly selected by employers in accordance with instructions supplied by the ABS. Employers with fewer than 10 employees were required to complete a questionnaire for every employee.

10. Although the sample was not designed to provide estimates of numbers of employees, it is estimated that 2,658,000 male and 1,477,000 female employees were within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

Definitions

11. *Specified pay-period* is the pay-period which included 12 May 1980. In general, where an establishment was closed down for part or the whole of that pay-period or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply survey particulars for the previous normal pay-period.

12. *Employees* comprise male and female wage and salary earners (excluding those in paragraph 7) who received pay for the specified pay-period.

13. *Full-time employees* are employees who received pay for the specified pay-period and whose standard (or rostered) weekly hours of work for that pay-period were at least 30 hours. Included are full-time employees who began or ceased work during the pay-period and full-time employees on paid annual leave, paid sick leave and paid holidays. Some employees (e.g. aircrews, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time.

14. *Non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff*, who were generally defined as those employees (a) who were ineligible to receive payment for overtime, or (b) who, although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). The basis of allocation of employees to these two categories may have varied between individual private employers and between employers in the private and government sectors, with consequent effects on survey results. For some occupations in government employment, such as school teachers and doctors, there is no general payment for overtime. In these cases, managerial, etc. staff were determined according to the degree of supervision exercised or in relation to the pay structure of associated administrative employees.

15. *Weekly hours paid for* refers to the hours for which payment was made. It comprises *ordinary time hours* (see paragraph 16) and *overtime hours*, which are those in excess of ordinary time hours. Weekly hours paid for were not reported for managerial, executive, professional and higher supervisory staff.

16. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours, and that part of paid annual leave, paid sick leave and long-service leave taken during the specified pay-period.

17. *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It comprises *overtime earnings*, which refers to payment for overtime hours as defined above, and *ordinary time earnings*, as defined in paragraph 18. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly and paid annual or other leave taken during the specified pay-period. Pay in advance, retrospective pay and annual or periodical bonuses, etc. are excluded.

18. *Ordinary time earnings* refers to that part of weekly earnings which is attributable to ordinary time hours, as defined in paragraph 16. It comprises award or agreed base rates of pay for ordinary time hours paid for, including all allowances (other than overtime) specified in the award, etc.; payment by measured result, i.e. payment by piecework, task bonus, commission, etc.; and other earnings, i.e. attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

19. *Median earnings* is the amount which divides the distribution into two equal groups, one having earnings above the median and the other having earnings below it. Medians were calculated from grouped data, linear interpolation being used within the class interval in which the median fell.

20. *Mean (or average) earnings* is the amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.

21. *Payment by measured result* refers to payment by incentive, piecework, task bonus, commission, etc.

22. *Award or agreed base rate of pay* refers to the award, etc. rate of pay for ordinary time hours paid for, and includes all allowances (other than overtime) specified in the award, etc.

23. *Other pay* refers to ordinary time earnings not included in payment by measured result nor in award or agreed base rate of pay described above. It includes attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

Reliability of the estimates

24. Since the estimates in this publication are based on a sample, they may differ from the figures that would have been produced if the information had been obtained in respect of all employees. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employers and employees was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all employees had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

25. The figures in Table A below provide an indication of the magnitude of the standard error of

estimates of numbers of persons (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: if the estimate for Australia obtained from the sample is 30,000 the standard error is 1,800 (6 per cent); i.e. there are about two chances in three that a complete collection would give a figure within the range 28,200 to 31,800 and about nineteen chances in twenty that it would give a figure between 26,400 and 33,600.

26. Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings). An example of the use of this table is as follows: Table 3 shows that average overtime earnings of full-time male non-managerial employees, aged 21 years and over (Australia) were \$24.30. Table B shows the approximate relative standard error for this estimate to be 3.7 per cent (i.e. about 90 cents). There are about two chances in three that a complete collection would give a figure within the range \$23.40 to \$25.20 and about nineteen chances in twenty that it would give a figure between \$22.50 and \$26.10.

27. The relative standard errors in Table B relate only to estimates for Australia. Estimates for the States and Territories have higher standard errors, those for New South Wales and Victoria being about twice, and those for the other States and the Territories about 3 to 5 times, as great as those for Australia.

28. Estimates with a relative standard error greater than 15 per cent have not been published, except those relating to overtime earnings and hours. For these categories all estimates with a relative standard error less than 20 per cent have been published; estimates with relative standard errors 20 per cent but not greater than 30 per cent have also been published if the standard errors are not greater than \$1.00 or 0.5 hours respectively.

29. The relative standard errors for average weekly hours paid for are generally much lower than the corresponding figures shown in Table B for average weekly earnings. Relative standard errors for mean and median weekly earnings of "All Employees" are less than 1.5 per cent.

Related publications

30. Users may also wish to refer to the following publications which are available on request:

Weekly Earnings of Employees (Distribution) Australia (Preliminary) (6309.0) and (6310.0), containing results of household interview surveys conducted annually in August.

Average Weekly Earnings (Quarterly) - (6301.0) (Preliminary) and (6302.0)

31. Current publications produced by the ABS are listed in *Catalogue of Publications* (1101.0) which is available free of charge from any ABS office.

Symbols and other usages

32. Where figures have been rounded discrepancies may occur between sums of the component items and totals.

NOTE. Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place.

R. J. CAMERON
Australian Statistician

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS, AUSTRALIA

Standard error	Size of estimate (persons)						
	5,000	10,000	20,000	30,000	40,000	60,000	100,000
Number	650	900	1,400	1,800	2,000	2,400	4,000
Per cent	13	9	7	6	5	4	4

TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA (per cent)

Industry	AGED 21 YEARS AND OVER						AGED UNDER 21 YEARS	
	Males			Females			Males	Females
	Overtime	Ordinary time		Overtime	Ordinary time		Total	Total
			Total			Total		
Manufacturing	3.6	0.8	0.8	6.5	0.7	0.7	2.0	2.2
Non-manufacturing	5.6	1.2	0.9	8.3	2.1	2.0	1.1	1.0
Total all industries	3.7	0.9	0.7	6.2	1.9	1.8	1.1	0.9

TABLE 1. ALL EMPLOYEES (a) : WEEKLY EARNINGS, MAY 1980

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Australia (b)</i>
MALES							
Per cent of total employees							
Weekly earnings (\$) —							
Under 40	1.3	1.1	2.3	3.6	2.4		1.2
40 and under 60	0.9	0.7					0.8
60 " " 80	1.2	0.7	1.4			7.4	1.0
80 " " 100	1.8	1.2	2.1	1.9			1.6
100 " " 120	1.6	1.4	2.5	1.7	4.9		1.7
120 " " 140	2.2	1.8	1.9	1.8			1.9
140 " " 160	2.3	2.1	3.8	3.4	3.2	11.2	2.6
160 " " 180	4.4	6.0	7.4	7.6	7.5		5.8
180 " " 200	7.9	8.8	12.2	12.3	9.0	9.3	9.1
200 " " 220	9.7	10.3	9.7	13.7	9.8	12.8	10.3
220 " " 240	10.5	9.9	11.3	11.2	8.7	10.1	10.3
240 " " 260	9.7	9.2	8.6	8.8	8.8	9.0	9.2
260 " " 280	7.9	7.7	7.5	6.9	7.4	7.6	7.7
280 " " 300	6.9	7.5	5.6	5.9	6.6	7.0	6.8
300 " " 320	5.9	6.3	5.1	5.1	6.0	5.6	5.9
320 " " 340	5.0	5.4	3.5	3.4	5.0		4.8
340 " " 360	4.6	4.2	2.7	2.5	3.9	12.3	4.0
360 " " 380	2.9	3.6	2.4	1.9	3.2		3.0
380 " " 400	2.8	2.7	2.0	2.4	2.8		2.7
400 " " 450	4.5	3.9	3.4	2.9	4.1	7.8	4.1
450 " " 500	2.3	2.5	1.9		2.7		2.3
500 and over	3.8	3.0	2.8	2.9	3.8		3.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number ('000)	957.3	772.9	332.9	Total employees 232.5	221.9	78.9	2,657.8
Median earnings	252.90	253.30	232.00	— dollars — 227.10	249.90	238.70	247.80
Mean earnings	269.50	268.70	247.60	241.00	267.60	251.00	264.10
FEMALES							
Per cent of total employees							
Weekly earnings (\$) —							
Under 20	1.0	1.2	5.2	5.6	5.0		1.4
20 and under 40	3.2	2.8				10.2	3.1
40 " " 60	3.2	2.5	2.3	5.9	4.1		2.8
60 " " 80	3.1	2.7	4.4		3.4		3.4
80 " " 100	5.1	4.1	7.0	6.0	7.6	15.8	5.4
100 " " 120	5.6	5.2	6.9	6.7	7.0		5.8
120 " " 140	6.4	5.6	6.8	7.2	6.9	12.8	6.3
140 " " 160	7.3	10.2	7.7	10.9	9.0		8.6
160 " " 180	14.4	11.3	14.8	13.9	15.1	16.7	13.3
180 " " 200	15.8	16.3	14.1	15.8	12.3	11.5	15.2
200 " " 220	10.5	11.7	8.3	9.2	6.4		10.2
220 " " 240	6.8	7.5	6.1	4.7	6.3	14.3	6.7
240 " " 260	5.7	5.1	5.1	3.4	5.2		5.3
260 " " 280	3.8	4.4	2.8				3.7
280 " " 300	2.9	2.8	2.5	5.6	4.9	18.5	2.8
300 " " 340	3.0	4.3					3.6
340 " " 380	1.4	1.2	5.8	5.1	6.7		1.4
380 and over	0.9	1.0					1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number ('000)	544.7	416.7	171.5	Total employees 134.7	121.9	43.3	1,476.6
Median earnings	181.10	185.30	173.00	— dollars — 171.00	169.10	167.40	179.90
Mean earnings	178.40	183.10	170.50	168.80	169.00	164.40	177.60

(a) Full-time and part-time employees including managerial, etc. staff. See paragraph 7, page 1 for particulars of employees excluded from the survey. (b) Includes A.C.T. and N.T. not separately shown.

TABLE 2. AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES, MAY 1980 (a)

	May 1980									May 1979 Aust.	Percentage increase (b)
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.		
MALES	269.50	268.70	247.60	241.00	267.60	251.00	299.70	303.50	264.10	235.20	12.3
Aged 21 years and over	283.40	280.60	263.30	255.10	282.30	265.10	310.50	317.60	277.80	247.20	12.4
Aged under 21 years	142.70	141.80	132.90	129.00	141.60	148.00	174.40	139.90	139.90	124.30	12.6
FEMALES	178.40	183.10	170.50	168.80	169.00	164.40	200.50	211.80	177.60	159.20	11.6
Aged 21 years and over	190.70	193.90	188.60	181.50	186.10	178.40	216.90	219.70	190.80	170.40	12.0
Aged under 21 years	116.20	122.90	115.70	118.00	105.30	106.90	115.40	150.90	117.00	107.40	8.9
PERSONS	236.40	238.70	221.40	214.50	232.60	220.30	258.10	265.50	233.20	208.40	11.9
Aged 21 years and over	251.40	251.70	240.50	229.90	250.90	236.10	273.40	278.00	249.50	221.70	12.5
Aged under 21 years	129.80	132.60	124.00	123.40	122.50	128.60	139.30	145.50	129.50	115.90	11.7

(a) Total private and government employees including managerial, executive, etc., staff and part-time employees. (b) Percentage increase, May 1979 to May 1980.

TABLE 3. AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1980

State or Territory	Earnings (\$)				Hours paid for			
	Males			Females	Males			Females
	Overtime	Ordinary Time	Total	Total	Overtime	Ordinary Time	Total	Total
AGED 21 YEARS AND OVER								
New South Wales	28.10	245.30	273.40	210.30	2.9	38.3	41.3	37.9
Victoria	25.00	241.80	266.80	210.20	2.7	38.5	41.2	38.7
Queensland	18.30	234.70	253.00	211.70	1.9	38.6	40.6	38.3
South Australia	14.40	231.30	245.70	207.30	1.6	39.1	40.7	38.5
Western Australia	28.70	238.30	267.00	210.30	3.1	38.8	41.9	38.6
Tasmania	17.50	242.30	259.80	218.60	1.9	38.7	40.6	38.3
Northern Territory	35.40	266.30	301.70	236.50	3.7	38.5	42.2	38.0
Australian Capital Territory	10.40	271.40	281.80	231.40	1.2	37.7	38.8	36.7
Australia	24.30	241.50	265.80	211.10	2.6	38.5	41.1	38.2
AGED UNDER 21 YEARS								
New South Wales	9.80	143.00	152.80	136.90	1.6	38.6	40.1	38.9
Victoria	8.30	143.40	151.70	142.20	1.3	38.8	40.2	39.0
Queensland	10.00	133.50	143.50	129.50	1.7	38.9	40.6	39.2
South Australia	7.40	137.70	145.10	139.30	1.4	39.4	40.8	39.1
Western Australia	10.50	140.90	151.40	123.60	1.6	39.2	40.9	39.0
Tasmania	11.50	145.60	157.10	128.40	1.6	39.3	40.8	39.0
Northern Territory	*	156.20	*	143.50	*	38.2	*	39.5
Australian Capital Territory	*	150.30	160.40	169.10	1.6	38.6	40.2	38.2
Australia	9.40	141.30	150.70	136.00	1.5	38.9	40.4	39.0

* Subject to sampling variability too high for most practical uses. See paragraphs 24-29.

TABLE 4. COMPOSITION OF AVERAGE WEEKLY EARNINGS: FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1980 (\$)

	Males		Females	
	Aged 21 years and over	Aged under 21 years	Aged 21 years and over	Aged under 21 years
Overtime	24.30	9.40	4.80	2.60
Ordinary time -				
Award or agreed base rate of pay (a)	228.00	134.80	201.30	131.60
Payment by measured result (a)	5.50	2.40	1.60	*
Other pay (a)	8.10	4.10	3.50	1.20
Total	265.80	150.70	211.10	136.00

(a) For definitions see page 2.

* Subject to sampling variability too high for most practical uses. See paragraphs 24-29.

TABLE 5. COMPOSITION OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES :
INDUSTRIES, AUSTRALIA, MAY 1980
(\$)

Industry	AGED 21 YEARS AND OVER						AGED UNDER 21 YEARS	
	Males			Females			Males	Females
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total	Total	Total
Manufacturing –								
Food, beverages and tobacco	34.40	215.80	250.20	10.60	182.20	192.80	168.40	141.70
Textiles; clothing and footwear	*	215.30	251.90	5.30	166.10	171.40	140.80	125.10
Paper, printing, etc.	27.00	249.00	276.00	11.70	191.90	203.60	145.30	125.70
Chemical, petroleum and coal products	28.50	248.20	276.60	*	193.60	195.50	180.50	132.00
Metal products, machinery and equipment –								
Basic metal products	40.00	244.30	284.40	*	212.30	227.30	169.40	*
Fabricated metal products; other machinery, etc.				7.70	181.60	189.40	139.80	137.20
Transport equipment	24.00	222.40	246.40	*	191.00	193.40	146.60	155.40
Total metal products, etc.	33.10	227.70	260.80	7.10	186.30	193.40	149.80	141.50
Other	34.00	216.20	250.20	7.40	177.50	184.90	137.70	132.80
Total manufacturing	32.90	225.90	258.80	7.50	180.00	187.40	149.80	133.40
Non-manufacturing –								
Mining	68.60	317.10	385.70	12.80	241.40	254.20	240.40	145.40
Electricity, gas and water	23.70	252.30	276.00	*	208.50	210.20	162.50	167.00
Construction	24.10	232.20	256.30	*	207.10	210.80	169.80	132.60
Wholesale trade	14.20	224.50	238.70	3.70	201.00	204.60	133.10	130.20
Retail trade	12.00	208.30	220.20	4.80	176.20	181.00	130.20	116.90
Transport and storage; communication	29.60	249.80	279.40	10.80	202.50	213.30	168.00	149.10
Finance, business services	9.00	243.00	252.00	2.80	202.90	205.70	143.50	134.70
Public administration and defence; community services	10.20	270.60	280.70	2.70	233.60	236.40	166.20	156.20
Other	21.10	228.80	249.90	5.50	191.00	196.60	147.60	124.70
Total non-manufacturing	20.20	248.80	269.00	3.90	214.50	218.40	151.30	136.40
Total all industries	24.30	241.50	265.80	4.80	206.40	211.10	150.70	136.00

* Subject to sampling variability too high for most practical uses. See paragraphs 24-29.

TABLE 6. COMPOSITION OF AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME NON-MANAGERIAL EMPLOYEES :
INDUSTRIES, AUSTRALIA, MAY 1980

Industry	AGED 21 YEARS AND OVER						AGED UNDER 21 YEARS	
	Males			Females			Males	Females
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total	Total	Total
Manufacturing –								
Food, beverages and tobacco	4.0	38.9	42.9	1.4	37.9	39.3	40.8	39.7
Textiles; clothing and footwear	*	39.6	44.4	0.9	38.2	39.0	41.6	39.4
Paper, printing, etc.	2.7	39.1	41.8	1.5	37.9	39.4	41.3	40.1
Chemical, petroleum and coal products	2.9	38.5	41.4	*	38.3	38.5	41.4	39.7
Metal products, machinery and equipment –								
Basic metal products	4.3	38.8	43.1	*	38.9	40.7	39.7	*
Fabricated metal products; other machinery, etc.	3.8	39.3	43.1	1.1	38.7	39.8	40.5	39.3
Transport equipment	2.7	39.0	41.6	*	38.6	38.9	39.6	*
Total metal products, etc.	3.7	39.1	42.7	1.0	38.7	39.7	40.1	39.8
Other	4.0	39.4	43.4	1.1	38.5	39.5	40.1	40.1
Total manufacturing	3.7	39.1	42.8	1.0	38.3	39.3	40.4	39.8
Non-manufacturing –								
Mining	6.1	37.3	43.4	1.4	37.3	38.7	42.9	39.5
Electricity, gas and water	2.3	38.8	41.0	*	36.8	37.0	40.0	37.7
Construction	2.6	39.2	41.8	*	37.8	38.3	40.7	37.8
Wholesale trade	1.7	39.1	40.7	0.5	37.8	38.3	40.5	39.4
Retail trade	1.6	39.9	41.5	0.7	39.0	39.7	41.2	40.0
Transport and storage; communication	2.9	37.2	40.1	1.3	37.0	38.3	40.2	38.0
Finance, business services	1.0	38.3	39.3	0.3	37.6	38.0	39.3	38.2
Public administration and defence; community services	0.9	37.7	38.6	0.3	37.0	37.3	38.9	38.5
Other	2.7	39.2	41.9	0.7	37.2	38.0	40.0	38.8
Total non-manufacturing	2.1	38.3	40.3	0.5	37.4	37.9	40.4	38.9
Total all industries	2.6	38.5	41.1	0.6	37.6	38.2	40.4	39.0

* Subject to sampling variability too high for most practical uses. See paragraphs 24-29.